GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

STARRED QUESTION NO:92
ANSWERED ON:05.03.2007
WORKERS PARTICIPATION IN DECISION MAKING
Kharventhan Shri Salarapatty Kuppusamy

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether at the level of decision making, workers are not being invited;

(b) if so, the details thereof and the reasons therefor;

(c) whether the Government has called a tripartite meeting to resolve the issue ;

(d) if so, the details thereof; and

(e) the steps taken by the Government to protect the interests of the workers in the country ?

Answer

MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI OSCAR FERNANDES)

(a) to (e): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (e) OF LOK SABHA STARRED QUESTION NO. 92 FOR 05.03.2007 BY SHRI S.K. KHARVENTHAN, MP REGARDING WORKERS PARTICIPATION IN DECISION MAKING.

(a)to(e) : A comprehensive Scheme for Employees` Participation in Management was notified in 1983. This scheme is applicable to all Central Public Sector Undertakings except those undertakings which are specifically exempted from the operation of the scheme.All departmentally run undertakings of the Central Government are excluded from the scheme. The scheme envisages constitution of bipartite forums at the shop and plant levels. In enterprises considered suitable, it also provides for Board level participation. The scheme provides for bipartite consideration of certain work- related issues concerning production, quality, targets, technological improvement, safety, welfare measures, environmental issues, absenteeism, financial performance of the enterprise etc.

Subsequent to the nationalization of banks, under the Nationalized Banks (Management and Miscellaneous Provisions) Scheme 1970, the Government required all nationalized banks to appoint employee directors to their boards, one representing workmen and the other representing officers. The scheme required verification of trade union membership, identification of the representative union and the appointment of a worker director from a panel of three names proposed to government by the representative union.The tenure of an employee director was to be three years.

The Participation of Workers in Management Bill, 1990 was introduced in Rajya Sabha on 30.5.1990 which would require some modifications to reflect changes in economic and social parameters since 1990.It has been decided to pursue the Bill with some modifications after discussion/consultation with social partners in tripartite fora.

The Participation of Workers in Management Bill, 1990 was discussed in a Tripartite Committee meeting held on 14.2.2006. But no consensus could be reached.Final decision is yet to be taken.